



SEATTLE CITY COUNCIL
CENTRAL STAFF

Seattle Police Management Association (SPMA) Contract 2024-2027 – CB 121132

GREG DOSS, ANALYST

COUNCIL BRIEFING
DEC 8, 2025

Accountability Reforms

(1 of 2)

CB 121132 Proposed 2024-2027 SPMA CBA

1. **180 Days** - In cases involving the FRB, the proposed CBA would extend the 180-day clock by 60 days, less the time remaining on the 180-day clock, for investigations into Type 3 use of force (the highest level). In effect, this provision would ensure that OPA has no fewer than 60 days to complete its investigation for incidents involving the most serious use of force.
2. **Past Practice** - The proposed CBA would eliminate an officer's ability to claim that unincorporated past or current practices are a right under the contract.
3. **CBA Purpose Statement** - The proposed CBA adds to the purpose statement the following: "Both parties support a strong police accountability system that is fair, impartial and provides procedural justice for the community and officers."
4. **Overtime use during or preceding a suspension** - The proposed CBA would prohibit SPMA members (Lieutenants) from working overtime between when a suspension is imposed and when it has been fully served.
5. **Statute of Limitations for concealing misconduct** - The proposed CBA expands a statute of limitations exception to include when anyone, not just the employee under investigation, knowingly concealed the misconduct.

Accountability Reforms

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CB 121132 Proposed 2024-2027 SPMA CBA

6. **Implementing Indefinite Suspensions** - The proposed CBA clarifies that SPD may immediately impose indefinite suspensions for serious misconduct without first consulting the union. Any discussion with SPMA representatives can happen after the suspension has begun.
7. **Referring criminal investigations to outside investigators** - If the Chief and OPA Director disagree, then the matter is referred to an outside agency for investigation. The Chief retains the right to determine which agency will conduct the investigation.

Other Changes

CB 121132 Proposed 2024-2027 SPMA CBA

Civilianization of Captain Functions:

- With some restrictions, the proposed CBA would allow the City to civilianize any function currently performed by a Captain. This change would allow SPD to civilianize sworn leadership in the technology and training units, among others.

Flextime conversation:

- Captains who work certain City special events will receive compensation at the top-step hourly rate of pay, in lieu of flextime compensatory time.

Executive Leave Cashout:

- The proposed CBA would remove the 16-hour cap on cashouts and allow a Captain to cashout Executive Leave once per quarter.

Financials

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CB 121132 Proposed 2024-2027 SPMA CBA

Annual Wage Increases:

- 2024 13.8%
- 2025 4.0%
- 2026 4.0%
- 2027 3.04%

Other Notable Costs:

Cost	2025	2026	2027
Flextime Conversion	\$83,766	\$87,117	89,730
Executive Leave Cashout Max	\$132,111	\$137,395	\$141,517

Financials

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CB 121132 Proposed 2024-2027 SPMA CBA

Total cost over baseline wages:

2024	2025	2026	2027	Total
\$2,890,000	\$4,059,000	\$5,058,000	\$5,838,000	\$17,845,000

- 2026 Costs held financial reserves
- 2027 Costs will need to be addressed in the 2027-2028 budget process

Questions?